

Compensation Policies

A **Compensation Policy** puts a Salary Template into effect over a scope and a date range. Found under **Payroll** → **Configuration** → **Compensation Policies**. Verified live on demo.blueonehr.com, 2026-09-13.

What a policy carries

Each policy has a scope (e.g. **Company-wide**), the Salary Template it applies, an optional Pay Grade, an effective-from date, an optional effective-to date, and a status. On the demo workspace, one policy existed: **Company-wide**, applying the **Standard L1** template, no Pay Grade, effective from **1 January 2026**, no end date, **Active**.

The screenshot shows the BlueOneHR interface. The top navigation bar includes a 'Free trial' banner, a 'Talk to sales' button, and user information for 'Ananya Iyer - HR Head'. The left sidebar lists various modules, with 'Payroll' highlighted. The main content area is titled 'Compensation Policies' and features a search bar, a '+ New Policy' button, and a table of existing policies.

SCOPE	SALARY TEMPLATE	PAY GRADE	EFFECTIVE FROM	EFFECTIVE TO	STATUS	
Company-wide	Standard L1	N/A	Jan. 1, 2026	N/A	Active	Edit Delete

Only one policy was observed

With a single, company-wide, still-open policy on this workspace, this pass could not observe how multiple overlapping policies (e.g. a company-wide default alongside a grade-specific override) are prioritised, or what happens at the boundary when one policy's effective-to date is reached. Both would need a workspace with more than one configured policy to verify properly — do not describe policy precedence rules that were not actually observed.

Related

- [Salary Templates](#) — what a policy applies.
- [Contracts](#) — where an employee's actual wage ends up, regardless of which policy or template it traces back to.

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